



# COMMUTER LINES

VOLUME 12, NUMBER 1

1<sup>ST</sup> QUARTER 2005

## Secretary pushes for I-49 federal funds as pre-construction work starts

**P**re-construction work for the I-49 North Corridor, connecting Shreveport to the Arkansas state line, is under way in Caddo Parish.

What's needed next are the federal funds to actually build the \$364 million, 36-mile segment of interstate.

DOTD Secretary Johnny Bradberry, speaking at the ground-breaking ceremony north of Mira, near the Arkansas state line, on April 7 to mark the start of the clearing and grubbing project, called on the state's Congressional delegation to push to secure the required funds.

The 75-day pre-construction contract, held by Specialty Contractors, consists of clearing and grubbing some 230 acres between Mira-Myrtis Road and La. 168. The project engineer is Greg Wall.

Bradberry noted that the \$38 million now available to Louisiana for I-49 North is being used to buy and clear the right-of-way and construct the embankment. (The amount includes a \$4 million state match to the \$34 million in federal funds.)

While Louisiana has received about \$62 million in earmarked federal funds for I-49 since 1998, other states have been awarded considerably more. Arkansas got approximately \$311 million, including \$111 million to construct the 30-mile seg-



DOTD Secretary Johnny Bradberry conveys the governor's commitment to the completion of I-49 during a groundbreaking ceremony for the road's north corridor.

ment between Texarkana and the Louisiana state line. Missouri has received \$71.1 million.

Bradberry congratulated Arkansas for its success in securing its I-49 funds and said he looks forward to similar success for Louisiana.

"I'm calling on members of Congress from Louisiana: Use your influence and help us get the money to finish this road to the future.

"A strong transportation infrastructure is a key ingredient in creating a vital business environment," the secretary added.

Bradberry said the pre-construction work was

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# BITS AND PIECES

JOHNNY B. BRADBERRY, SECRETARY

## Agency Transition Under Way

In my April 6th communication to you, I briefly described some pending changes to the organization. Certain sections and functions within the Offices of Highways, Offices of Operations, Offices of Planning and Programming and Offices of Management and Finance are being realigned for better service and accountability. Our new organizational structure places a higher emphasis on project management and financial management.

Our transition to the new organizational structure begins immediately. An implementation plan which details the transition has

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**OUR NEW ORGANIZATIONAL STRUCTURE PLACES A HIGHER EMPHASIS ON PROJECT AND FINANCIAL MANAGEMENT.**

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been prepared. I have asked the executive staff to meet with affected section heads or functional group leaders to communicate and finalize the

details of the changes. The effective date for all supporting documentation and budget realignments will be July 1.

Each section is now in the process of developing goals and performance indicators which reflect those goals. It is imperative that employees work through their new chain-of-command in this effort.

Therefore, the reporting relationship changes defined in the implementation plan are effective immediately. Current payroll and budget alignments will remain the same until system changes are enacted on July 1.

I realize that change can be difficult; however, change brings on opportunities. I hope that you become excited about the opportunities that will exist through this new organizational alignment. I ask that you continue to support the activities of the DOTD Change Management Program as we move into the implementation phase of process team activities and initiate the effort to rationalize district functions, organization and staffing.

Dedication and support is critical for the success of this initiative. I am proud of your efforts and proud to be associated with you.



## ON THE ROAD WITH BRADBERRY (Abbreviated Calendar)

### October

- 4 Initial meeting with Dye
- 12 Hurricane Evacuation Summit
- 12 New Orleans Rail Gateway Hi-Rail Tour
- 13 Speech/St. Tammany West Chamber Luncheon
- 14 DOTD Process and Improvement Workshop
- 19 Launching America's Wetlands w/Sec. Angelle Davis
- 26-27 Cabinet Retreat
- 28 Legislative Public Hearings for Hwy. Priority Constr. Program Dist. 07 and 03

### November

- 3 Legislative Public Hearings for Hwy. Priority Constr. Program Dist. 62 & 02
- 10 Legislative Public Hearings for Hwy. Priority Constr. Program District 61
- 16 Employee Coffee
- 16 Taping for "Louisiana Public Square"
- 18 Lafayette Parish Council of Governments

### December

- 6 Executive Meeting with DNR
- 8 Joint Transportation Committee
- 8 LTM Board of Directors
- 8 After Sunset Hearings
- 14 Interview with LPB
- 17 DOTD Process Improvement Study
- 20 Employee Coffee

### January

- 5 Cabinet Meeting
- 7 SU Board Swearing In Ceremony
- 11 Millennium Port Authority
- 24-27 Washington D.C.
- 28 Meeting with Colonel Whitehorn

### February

- 2 New Orleans District Meeting
- 14 Chase, Alexandria District Meetings
- 15 Shreveport, Monroe District Meetings
- 16 Baton Rouge District Meeting
- 18 Police Jury Association
- 21 Hammond District Meeting

### SECRETARY

Johnny B. Bradberry

### DEPUTY SECRETARY

Cedric Grant

### COMMUTER LINES STAFF

Mark Lambert

Cleo Allen

Lindsay Bergeron

Sherry Dupre



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## U.S. 61 (Airline Highway) Task Force Releases Safety Recommendations

Secretary Bradberry recently announced that DOTD will let \$800,000 of improvements to U.S. 61 (Airline Highway) in early 2005, based on recommendations made by the U.S. 61 Task Force Committee. All improvements are scheduled to be let to contract by May 2005.

At the request of State Sen. Joel Chaisson and Rep. Gary Smith, the U.S. 61 Task Force Committee was formed to investigate two fatal crashes resulting in six fatalities that occurred on U.S. 61 between I-310 and LA 48 in the spring of 2003. The Committee is composed of representatives from DOTD, the Louisiana State Police, the St. Charles Sheriff's Office, the St. Charles Parish President's Office and the Federal Highway Administration.

A public meeting was conducted on April 28, 2004, at Destrehan High School to solicit comments from the community and interested parties. The crash history and identified possible countermeasures were presented at that time to the attendees. Below is a brief synopsis of the Committee's final recommendations:

**Public Education** – Many Louisiana drivers lack education regarding how to escape a vehicle submerging in water and the corresponding importance of seatbelt usage. Seatbelt usage is the best protection method to ensure that drivers and passengers remain in their seating position and are not thrown out of or about the vehicle, which can result in unconsciousness or severe injury. The Committee recommended that a public information / education campaign be developed for southern Louisiana stressing the importance of properly using occupant restraint systems, and methods for escaping a submerging or submerged vehicle. The Committee also recommended that steps be taken to incorporate this information into the driver's education program statewide.

**Median Crossovers** – DOTD conducted a review of all crossovers along the study section. As a result of this review, five crossovers were identified for closure. Construction of two new crossovers will be required to provide driveway access when the five crossovers are closed. Three existing crossovers were recommended for upgrading by widening. Additionally, a previous review identified five crossovers that could be closed. These crossovers were closed in February of 2004.

**Left-Turn Lane Improvements** – Left-turn lane improvements have been identified at three locations where the existing median widths allow. Exclusive left-turn lanes and U-turn lanes will remove turning traffic from the through traffic lanes.

**Traffic Control Improvements** – The following traffic control improvements have been identified and recommended: painting and paving of raised medians at all crossover locations for a distance of 50 feet from the median's raised edge (formally referred to as a "nose"), installing reflectorized markers on the median "noses", installing crossover and advance crossover signs to give advance notice of each crossover, installing reflectorized pavement markers on the shoulder between the edge line stripe and rumble strips in both directions and replacing existing outside edge line striping with enhanced pavement striping in both directions. These traffic control improvements will provide enhanced identification and improved advance notification of crossovers as well as increase visibility during inclement weather conditions.

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## DOTD Hosts Dedication Ceremony for Stephen E. Ambrose Memorial Parkway

**D**OTD, along with The National D-Day Museum, hosted a dedication ceremony on Tuesday, October 19, for the Stephen E. Ambrose Memorial Parkway.

Louisiana State Senator Tom Schedler served as Master of Ceremonies and led a host of local officials, family and friends in the dedication of a portion of I-10 from the Mississippi state line to the junction of I-10 and I-12 east of Slidell, in honor of the late Dr. Stephen E. Ambrose.

Dr. Ambrose was a popular historian, author and professor, who wrote over 20 historical books and biographies. Ambrose wrote numerous books on American History, but is best known for his histories on World War II. Ambrose grew up in Whitewater, Wisconsin, and was a longtime resident of Bay St. Louis, Mississippi. He earned a B.A. in History at the University of Wisconsin, an M.A. at Louisiana State University, and returned to Wisconsin to earn a Ph.D. Ambrose taught History at the University of New Orleans from 1960 to 1964 and from 1971 to 1995. Ambrose also served on the faculty of Johns Hopkins University, the Naval War College, and Kansas State University. He founded the National D-Day Museum Foundation in New Orleans in 1991, which made possible the opening of the Museum on June 6, 2000. Dr. Ambrose died October 13, 2002, at the age of 66, from lung cancer.

In honor of his accomplishments, Senate Bill 496 was signed by the governor, designating a portion of I-10 in memory of Stephen E. Ambrose.

Remarks were also given by DOTD Legislative Liaison Juba Diez; First Assistant State Treasurer Ron Henson; David Voelker, Chairman of the Board, National D-Day Museum; Dr. Gordon H. Mueller, President and CEO, National D-Day Museum; Stephanie Ambrose Tubbs, daughter of the late Stephen E. Ambrose; and Moira Ambrose, wife of the late Stephen E. Ambrose.



DOTD Legislative Liaison Juba Diez addresses attendees at the dedication ceremony honoring the Stephen E. Ambrose Memorial Parkway.

## Secretary pushes for I-49 federal funds *(continued from page 1)*

ordered as a “leap of faith” and vowed that the state would have the matching funds required.

Of the \$62 million Louisiana has received in federal aid for I-49, \$28 million was earmarked for I-49 South. Construction of the portion from Lafayette to New Orleans is projected to cost \$1.9 billion – a figure subject to adjustment once an environmental assessment is complete.

Present for the April 7 ceremony were Richard

Wright, representing U.S. Rep. Jim McCreery, R-Shreveport; state Rep. Roy “Hoppy” Hopkins, D-Oil City; state Rep. Cedric Glover, D-Shreveport; state Rep. Billy Montgomery, D-Haughton; state Sen. Lydia Jackson, D-Shreveport; state Rep. Mike Powell, R-Shreveport; and state Rep. Jane Smith, R-Bossier City. Also attending were Tommy Clark, chairman of the I-49 Task Force, and Al Kessler, chairman of the I-49 Coalition.

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## DOTD Receives Keep America Beautiful 2004 Partnership Award

**D**OTD received the 2004 Partnership Award from Keep American Beautiful, Inc., in recognition of its support for the Keep Louisiana Beautiful Program at the Keep America Beautiful 51st National Conference in Washington, D. C., December 3.

For many years, DOTD has partnered with the Louisiana Department of Environmental Quality (DEQ) through the Keep Louisiana Beautiful Program. Through this program, DEQ sponsors a litter hotline in which citizens can call and report litterers, littered highways and areas where tall grass needs mowing. DOTD is responsible for cleaning the littered highways and making sure that the highways are mowed. In addition, DOTD has furnished signage on state highways telling citizens that littering is against the law and quoting the fines for littering.

Another way through which DOTD helps keep Louisiana beautiful is the Adopt-A-Road Program. This program is a volunteer-based, state road litter management program which allows civic organizations and businesses to adopt an area of

state highway to remove litter. The state has 678 of such groups covering approximately 1,205 miles of roadway. DOTD supervises the groups, picks up litter bags collected by the groups and disposes of the unwanted debris from various state routes.

For the last nine years, the department has also maintained a cooperative agreement with the Department of Corrections (DOC) under the auspices of Project Clean-Up, whereby inmate labor is used to collect litter through all nine DOTD districts in the state. As part of this program, DOTD provides transport vehicles, trailers for litter, litterbags, communication devices, safety vests and safety signing.

Other state DOT's receiving the 2004 Keep America Beautiful Partnership Award included Mississippi DOT, Pennsylvania DOT, South Carolina DOT, Tennessee DOT and Texas DOT.



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## DOTD, Plaquemines Parish Host Ribbon-Cutting Ceremony for LA 23 Widening

**D**OTD and the Plaquemines Parish President's Office hosted a ribbon cutting ceremony on Monday, February 21, marking the completion of the four-laning of LA 23 in Plaquemines Parish. Benny Rousselle, Plaquemine Parish President, served as Master of Ceremonies for the event, which took place at the Plaquemines Parish Maintenance Building, located on LA 23, Belle Chasse Highway.

As the only hurricane evacuation route for lower Plaquemines Parish, the completion of the widening of LA 23 is a significant accomplishment.

This project involved the widening of 1.97 miles of roadway on LA 23 in the town of West Pointe a la Hache (between Belle Chasse and Port Sulphur). This included the construction of two lanes of concrete pavement for southbound traffic and the resurfacing of the existing roadway, now exclusively for northbound traffic. The project also included the construction of turn lanes onto Ferry Road.

In addition to Rousselle, remarks were given by Cedric Grant, DOTD Deputy Secretary and Dr. Fran Patti, former Louisiana State Representative. Reverend Darnelle Smith provided the Invocation and the Benediction, and the New Orleans Naval Air Station/ Joint Reserve Base Color Guard conducted the Presentation of the Colors.

Barriere Construction Co. was the contractor for the project. The DOTD Project Engineer was Nelson Capote. Construction began in October 2004 and was completed in February 2005.

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## NEWS BRIEFS

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DOTD recently announced that the contract for State Project Number 713-37-0122, Bosco Lane Bridge over Calloway Ditch in Ouachita Parish, was awarded to Owens Contracting Corporation, of West Monroe, in the amount of \$189,209.93. This project provides for the replacement of a timber bridge with Portland cement concrete pipe and related work. The contract time to complete this project is 30 days in order to minimize the period that Bosco Lane, a road in Ouachita Parish, is closed to traffic.

Construction will begin in the Spring of 2005.



The 2004 Capitol Area United Way Fund Raising Campaign ended successfully with a grand total of \$26,482.

Fundraising activities included a silent auction, a Headquarters bake sale and jambalaya lunch, and individual donations.



Stacey Steggman, Communications Director for the Colorado Department of Transportation, visited Baton Rouge Headquarters in December to give a presentation on dealing with crisis situations.



This year's Toys for Tots Collection Campaign at DOTD Headquarters was a success. Thanks to all who contributed by dropping off new, unwrapped toys in the donation bins. Coordinators picked up the toys on December 22 for sorting and distribution in time for Christmas.



The Louisiana DOTD, 2005 Southeastern Association of State Highway and Transportation Officials (SASHTO) Quality Conference - Materials and Construction was held at the Astor Crowne Plaza in New Orleans beginning March 6, 2005. In attendance were engineers and transportation professionals from both the public and private sector, industry association representatives, producers, contractors, materials laboratories, researchers and materials /equipment suppliers.

The SASHTO Quality Conference provided a forum for the sharing of practices by member states to improve product quality. The focus of this conference was on quality initiatives related to materials and construction practices. To achieve this objective the conference provided a forum for the sharing of best practices, technical presentations and an opportunity for group discussion. Practices included technologies that are demonstrated to be working and successful as well as new initiatives.

For more information, visit the conference's Web site at [www.dotd.louisiana.gov/highways/construction/lab/sashto2005/sashto.asp](http://www.dotd.louisiana.gov/highways/construction/lab/sashto2005/sashto.asp)



The 2005 American Association of State Highway and Transportation Officials (AASHTO) Subcommittee on Information Systems (ASIS) Conference will be held May 15-18 in Baton Rouge. The conference will be less than 11 months away from the close of the 2004 conference in Orlando, Florida, so begin to make your plans now. This year's conference theme is "Techno Gumbo" and draws upon the idea that in today's environment, many technologies are combined together to produce the end result.

For more information, visit the conference's Web site at [www.dotd.louisiana.gov/aashtois2005/home.asp](http://www.dotd.louisiana.gov/aashtois2005/home.asp)

## DOTD Sets New Course for Future

**D**OTD Secretary Johnny B. Bradberry told a legislative committee in April that the agency is changing to focus on efficiency, customer service and maximizing tax dollars.

“We are changing the way we do business at DOTD,” Bradberry said.

Bradberry told members of the Joint Transportation, Highway and Public Works Committee that DOTD will face the challenge of maintaining and improving Louisiana’s infrastructure by changing the way it does its work. Bradberry’s focus on work efficiencies, better management and process improvement is consistent with Governor Kathleen Babineaux Blanco’s direction for DOTD to do more work with the money it has.

Since October, DOTD has been working on a Process Improvement Initiative in which DOTD employees and transportation partners dissected 12 internal processes. Those teams developed and studied “as is” models of the work processes, assessed how the processes could be improved and developed “to be” models. Many of those changes will be fully realized as DOTD goes through the implementation stage of the initiative.

But Bradberry stressed to the committee that there are some “quick hits” that DOTD has already begun and others the agency plans on implementing immediately. Those include:

- Further accelerating the TIMED program by two years.
- Shifting funds to improve state roads that are no longer eligible for federal funding.
- Taking a hard line on replacing noncritical vacancies.
- Linking individual employees’ goals to departmental goals by changing the performance assessment approach and cycle time.
- Increasing emphasis on work ethic, professionalism, leadership accountability and disciplinary actions.
- Increasing focus on internal and external communications.
- Initiating a change management philosophy

## Technology Transfer

The following became certified inspectors between September 1, 2004 and January 1, 2005:

### Embankment and Base Course Inspection

Carnell Davis	District 03
Leland M. Thibodeaux	District 03
Carlton J. Frye	District 04
Eric C. Reed	District 07

### Structural Concrete Inspection

Jeffrey T. Legnon	District 03
Kenneth W. Smelley	District 04
Henderson Howard, Jr.	District 08

### Asphaltic Concrete Paving Inspection

Jeffrey W. Moody	District 05
Nocoma Clark	District 08
Floyd C. Jones	District 08
John H. Simmons, III	District 62

and commitment.

· Committing resources to continuous improvement.

· Increasing emphasis on customer service.

Bradberry told committee members that DOTD faces some financial challenges, especially in light of the possibility of increased federal revenues. To spend those funds on Louisiana roads, DOTD must ensure it has enough state money to provide a match.

DOTD’s main source of state money is the Transportation Trust Fund, which is funded by a gasoline tax. Because that tax is based on the gallon, not the price of gas, the fund does not keep up with inflation, meaning DOTD’s main source of state revenue has been relatively flat for about 20 years.

To help meet those financial challenges, and in keeping with the move toward efficiency, Bradberry also announced a staffing goal of ±4,800 employees by December 2007. DOTD currently is authorized to have about 5,225 employees.

Bradberry noted that about 450 employees resign or retire from DOTD each year, so the 4,800-employee goal should be reached through attrition, increased work efficiencies, elimination of unnecessary positions and increased outsourcing. No layoffs are planned but may be needed if other methods do not bring the employee count to the 4,800 level.

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# PERSONNEL UPDATES

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(AUGUST 2004 - JANUARY 2005)

## NEWHIRES

### DISTRICT 02 – NEW ORLEANS

Andrea M. Patrick; Dorothy H. Robinson; Jolie N. Dufrene; Tyrrell Reinhardt; Kinzie W. Faulk, III; Charles Jones, Jr.; Richard Courtney; Emon Raymon Cobb; and Ellis M. Miles.

### DISTRICT 03 – LAFAYETTE

Ethan D. Matte; Arnold Ray Joseph; Dwayne A. Pitre; Kenny M. Pellerin; Scottie M. Boudreaux; and Michael Guilbeaux, Jr.

### DISTRICT 04 – SHREVEPORT

Terry Hutchinson, Jr.; Jeffrey Edwin Allen; Amber Nicole Hall; Kristopher J. Morgan; Torri Delaney Thompson; Kenneth Ray Watson; Randall S. Bradley; Paul Christopher Born; Douglas Q. Lee; and Boss Felton Walker.

### DISTRICT 05 – MONROE

Robert J. Pohl; David B. Byargeon; Bradley T. Waller; Jean B. Kennedy; Garvin Bowden, Jr.; Joshua R. Beach; Michael T. Carter; Christopher E. Gibson; Henry Jackson, Jr.; Terence L. Lawson; Lamont D. Lawson; and Jose Alejandro Saldana.

### DISTRICT 07 – LAKE CHARLES

Michael L. Fletcher; Janis A. Arrant; Indi K. Akers; Gregory A. Ducote; Amanda K. Debarge; Megan Ann Slinker; Kenneth M. Gradnigo; Kenneth E. Johnnie; Freddie Perrodin; and Edward Allen Smith, Jr.

### DISTRICT 08 – ALEXANDRIA

Richard Klingensmith, Jr.; Ryan H. Ingles; Cecil M. Avery, III; Markell D. Francis; Michael L. Semons; and Walter P. Leonard.

### DISTRICT 61 – BATON ROUGE

Cawanda Sam Lockman; Darren P. Keller; Darryl E. Pourciau; Stephen W. Berthelot; William L. Corkern, Jr.; Edward C. Duncan; Stephen C. Jones, Jr.; Chase E. Roche; Justin Micheal Roche; and Charles Lee Wright, Jr.

### DISTRICT 62 – HAMMOND

Melissa S. Hendry; Lloyd G. Mayfield; Betty E. Tarver; Larry J. Burris, Jr.; Charles D. Basso; David Abraham Ciolino; Ricky Dale Cutrer; Charles M. Elfer; David Neal Giacone; Raymond Ray Lexia, Jr.; Travis Lindsey McBeth; Anthony W. Robinson; Robert C. Strickland; Nicholas Stephen Tranchina; David K. Taylor, Jr.; David C. Tregre; and Kathleen S. Duvic.

### HEADQUARTERS & OTHER

Randi C. Adams; Kuiana Marie Addison; David Roderick Allison; Jan Carlyn Borskey; Audrey Marie Boskent; Judith L. Brown; Ashley Nicole Bueche; Sabastian Calvey, Sr.; Jared Guy Chaumont; Ashley Brooke Chavez; Gregory J. Coco; Damonique D. Daniels; Sherry Market Ducote; Michael Sennett Elliott; Rebekah Kroeker Esneault; William E. Glaser; Brandon A. Golson; Tanya Marie Hernandez; Nezida B. Jarreau; Byron S. Johns; Willie Johnson, Jr.; Julia Hatfield Kennedy; Sheila B. Lambert; Jeffrey B. Landry; Carl G. Lawson; Dana Lorin Lawson; Jennifer Ann Lee; Steven Donald Luthy; Ishan N. Marsh; Ralph Dave Palmer, Jr.; Marcella Marie Petty; Maia A. Prosper; Chantelle Nicole Reinhardt; Faye A. Ricard; Charles Reuben Richardson; Tina L. Robins; Sue Irene Seab; Craig W. Shaffett; David M. Sintes; Timothy Daniel Thomas; and Lymetha Patrice Wood.

### PROMOTIONS

#### DISTRICT 02 – NEW ORLEANS

Linda K. Paternostro.

#### DISTRICT 03 – LAFAYETTE

Jimmie Dale Guidry; Alvin Hypolite, Jr.; and Ray T. Lagrange.

#### DISTRICT 04 – SHREVEPORT

Kevin D. Blunck; Dave Arzo Coleman, Jr.; and Samuel R. Dupree.

#### DISTRICT 05 – MONROE

Franklin Earl Cravens; Danny L. Hill; Roy Dale Hughes; Daniel L. Johnson; and Gordon Maguire Thomas.

### DISTRICT 07 – LAKE CHARLES

Patrick D. Dick; Joseph Cloy Fontenot, Jr.; Kevin D. George; Gerard Hebert; Shane C. Landry; Kathy Suzanne Langley; Philip W. Legros; Horace L. Leleaux; and Nina Faux Mathis.

### DISTRICT 08 – ALEXANDRIA

Bruce E. Bean; David William Bell, Sr.; Johnnie A. Brister; Sheldon Devan Ebarb; Thurgood I. Flanagan; Mark S. Heard; Philip A. James; James D. Mcanally; Cory Brennan Murphy; Jervis C. Randall; Kenneth Strickland; and Shane K. Ward.

### DISTRICT 58 – CHASE

Deryl W. Price.

### DISTRICT 61 – BATON ROUGE

Thomas W. Annison; Kevin Glenn Babin; Sallie Marie Burton; Philip S. Graves; Eric L. Jones; Paul S. Neal; Donnie Q. Northern; Kathryn R. Rogacki; Kenneth W. Thibodeaux; and Betty Jean Wallace.

### DISTRICT 62 – HAMMOND

John H. Danna, Jr.; Jack D. Pravata; and Joseph L. Willie.

### HEADQUARTERS AND OTHER

Johnny W. Ainsworth, Jr.; Emerson G. Altazan, Jr.; Winnie Rae Aulds; Byron James Becnel; Veronica Ardoin Brown; Samantha Stogner Fussell; Johnson Lyons Hale, III; Robbie Annette Hutchinson; Philip Johnson, Jr.; Daniel Lee Jones; Milton Lange, Sr.; John Nicholas Lyon; Stephen Michael Meunier; Ranzy P. Montet; Sheila Mallet Robinson; Helene Wilkins; and Samuel E. Williams, Jr.

### RETIREMENTS

#### DISTRICT 02 – NEW ORLEANS

Emma Jean Bridges; Susan A. Moran; William J. Stewart, Jr.; and Daniel R. Turner.

#### DISTRICT 03 – LAFAYETTE

Peggy Ann Bodin; Carrol J. Broussard; Paul C. Manuel; and Glen A. Monceaux.

#### DISTRICT 04 – SHREVEPORT

Leonard H. Clark; and Seigle Bruce Easterly.

*(continued on page 9)*

# QUARTERLY EMPLOYEE RECOGNITION AWARDS

(QUARTER ENDING SEPTEMBER 2004)

## HEADQUARTERS

EMPLOYEE OF THE QUARTER

Ivan (Allen) Magnitzky

MANAGER OF THE QUARTER

None

BEST TEAM EFFORT OF THE QUARTER

Brian Kemp, Jimmie Edwards, Michael Holloway, David Hurbert, and Charles Glasper.

SECRETARY'S AWARD OF EXCELLENCE

John C. "Juba" Diez and Sharon Lyles

## DISTRICT 02

EMPLOYEE OF THE QUARTER

Kevin Adams

MANAGER OF THE QUARTER

None

BEST TEAM EFFORT OF THE QUARTER

Lacey McCaskill, Noble Thibodeaux, Sybil Maddocks, Murphy Dehart, Wilton Callais, Hayes Bailly, Brady Giroir, Emery Chauvin, Jerry Lundy, Traci Ridgedell, and Travis Lovell.

## DISTRICT 03

EMPLOYEE OF THE QUARTER

Timothy G. Mensman

MANAGER OF THE QUARTER

Roderick Guillory

BEST TEAM EFFORT OF THE QUARTER

Ken Dugas, Joel Lormand, Cornell Davis and Damien Doucet.

## DISTRICT 04

EMPLOYEE OF THE QUARTER

Barry Williams

MANAGER OF THE QUARTER

Joel Coker

BEST TEAM EFFORT OF THE QUARTER

Steven Barry Holland and Rodney Faircloth.

## DISTRICT 05

EMPLOYEE OF THE QUARTER

Tina Hill

MANAGER OF THE QUARTER

Freddie Cumpton

BEST TEAM EFFORT OF THE QUARTER

Ronald Wilkerson, Mike Lawson, Eric Heath and Bobby Lazos.

## DISTRICT 07

EMPLOYEE OF THE QUARTER

Loretta Antoine

MANAGER OF THE QUARTER

Mark Benoit

BEST TEAM EFFORT OF THE QUARTER

James Roberts, Paul Manuel and John Hall.

## DISTRICT 08

EMPLOYEE OF THE QUARTER

John Whitehead

MANAGER OF THE QUARTER

None

BEST TEAM EFFORT OF THE QUARTER

James Baker, Lester Bryant, James Gibson, Troy Hines, William Odom, Michael Trull, George Weatherford, Roger Wilson and Ronald Lewis.

## DISTRICT 58

EMPLOYEE OF THE QUARTER

Janice McFarland

MANAGER OF THE QUARTER

Chad Parks

BEST TEAM EFFORT OF THE QUARTER

Terrie Blasengame, Carl Carson, Ken Dunham, Joe Foy, Sam Hoggartt, Steve Parks, David Singley, Donna Stroud, Leanna Walters and Neal West.

## DISTRICT 61

EMPLOYEE OF THE QUARTER

Hubert "Steve" Verbois

MANAGER OF THE QUARTER

Rodney B. Jones

BEST TEAM EFFORT OF THE QUARTER

Elizabeth C. Bogan; Tracie R. Cotton; Kristi L. Goetting; Cotina Lynette Jennings; Mark B. Kelley; David Wayne Lee, II; Jimmy Joseph Maurello, Jr.; Brian J. Oneil; Pamela C. Pennington; Kristin W. Saucier; Danny Wayne Sehon; Dawn Michelle Whittaker; and Richard B. Wood.

## DISTRICT 62

EMPLOYEE OF THE QUARTER

Allison Schilling

MANAGER OF THE QUARTER

None

## BEST TEAM EFFORT OF THE QUARTER

Flora Messina, Mona Pittman, Keith Forrest, Gary Isaac, J.C. Miller, Rose Helsel, Peter Barrios, Chris Durbin, Rusty James, Phillip Dibenedetto, and Sarah Kerry.

## CCCD

EMPLOYEE OF THE QUARTER

Sabrina Fuller

MANAGERS OF THE QUARTER

Rod Kospelich

BEST TEAM EFFORT OF THE QUARTER

Shantell Jones, Pauline Taylor, Veola Parker, Gwendolyn LaFrance, Peggy Olivier and Nadine Jones.

## PERSONNEL UPDATES

*(continued from page 8)*

### DISTRICT 05 – MONROE

William Frank Darden; and Allen W. Edwards, Sr.

### DISTRICT 07 – LAKE CHARLES

Clement Alfred, Jr.; Bernell Conner; Gerald W. Mott; and Joseph Ray Young.

### DISTRICT 08 – ALEXANDRIA

Gerald L. Lacaze and Ernest K. Stokes.

### DISTRICT 58 – CHASE

Jerry L. Goodman; James M. Hawkins; and Clayton Stapleton.

### DISTRICT 61 – BATON ROUGE

Joseph A. Ray; Connie B. Varden; and Shela G. White.

### HEADQUARTERS & OTHER

Merce Britton Almond, Jr.; Janice P. Barbier; Robert F. Douget; Carlyn M. Folmar; Diana Ickes; Roger J. Jarreau; Jennifer Ann Lee; Cornelia T. Lesage; Juanita J. Pace; Sylvia Gail V. Raleigh; Sherry Lee Robertson; Barton L. Rumsey; William C. Scott, Jr.; Craig W. Shaffett; Nora Tippit Taylor; and J. L. Underwood.

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# HR HOT TOPICS

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## **JOB SHADOW/ CAREER DAY**

The Human Resources Section hosted a Job Shadow /Career Day Event at Headquarters on Wednesday, February 2. Job Shadow Day is a half-day activity that provides 9th through 12th graders an opportunity to see various occupations up close by shadowing “career mentors” in the workplace.

## **ADMINISTRATIVE SUPPORT JOB STUDY**

Governor Kathleen Babineaux Blanco approved the new Administrative Support Job Study, effective 1/17/05. This study encompasses all generic-clerical, clerical supervisory, secretarial, and administrative specialist positions, and consolidates over 50 job titles into four new series. All affected employees will convert to the new series via Job Correction effective 1/17/05 but only those employees who are currently below the new pay range minimum will receive an increase in pay upon conversion.

## **ON-LINE EMPLOYEE SUGGESTION BOX**

Employees can now submit suggestions via DOTD’s intranet bulletin board located at <http://ladotnet/>.

The “Employee Suggestion Box” was developed as part of the Employee Recognition Program. Its primary purpose is to increase opportunities for employees to make suggestions and to be recognized for those suggestions that enhance DOTD’s efficiency and effectiveness. Employees are therefore encouraged to submit suggestions that will benefit the Department through increased efficiency, improved effectiveness, reduced costs or improvement to work environment.

## **PPM 13**

PPM 13, DOTD’s Anti-harassment and Complaint Procedure, has been revised to clarify prohibited discrimination, harassment and retaliation and to better define complaint procedures. This PPM is to be issued soon.

## **HR STAFFING CHANGES**

- Effective December 6, Ranzy Montet assumed the duties of Unit Manager for the Employee Relations Unit. While assuming these duties, Ranzy continues to conduct scheduled HR training until his replacement is hired. During this transition, questions regarding discipline, grievances, etc., may also be directed to either Deidre Adams or Farilyn Dupuy.
- Also effective December 6, Ellen Catherine, one of HR’s Analysts from the Operations Unit, has assumed the duties of Retirement Liaison.
- HR also welcomes Craig Kimball, DOTD attorney, who recently assumed HR legal issues; Craig has already provided us with valuable guidance and assistance.

# Letters We Like



Dear DOTD,

I wanted to write this letter to let you know what happened to me. I am a mother of two young sons, ages two and four. I got a flat tire on my way to Baton Rouge. My two-year-old was sick and had thrown up in the van, and I was scared to death. I had to pull over on the side of the road and had nobody to call as my husband was in Baton Rouge helping someone move. The traffic was horrific and nobody was stopping to help me.

It was then that an LA DOTD truck stopped and asked if I needed help. I was so relieved. They helped me with the children and found all the tools in the van, plus the spare tire. They then proceeded to change it for me. They then drove behind me to the nearest tire place. I tried over and over to pay them, but they would not allow it. I am so thankful that they were there.

I just thought DOTD should know what a blessing it was to me and how much I appreciate the help. If you know who that man and woman are, please thank them again for me.

Sincerely,  
Michelle S. Eastman  
Lake Charles, LA

Dear Mr. Tolar,

We would like to thank you on behalf of our Neighbors Helping Neighbors Association. We appreciate all the help you provided for our community this year. Your crew did a fantastic job. It was observed that each man was well trained in his job and we seemed to receive extra-quality service from your crew.

I do not know if they perform this well everywhere or if they were just very aware of the improvements we were trying to make in our neighborhood and wanted to do their part to help. In any case, we wanted you and your men to know that we did appreciate all of your help. It has made such a difference in our community. Thank you for the street sweeper and the continued trips, too. Our streets look great.

James and Susan Poe  
Lake Charles, LA

Secretary Bradberry,

Gulf Industries wishes to commend the Project Control Section of LA DOTD on the highly professional manner in which they conduct their operations.

This section of the department is especially important to our company as they assist us with both existing and upcoming projects. They devote a lot of personal attention to our requests and are to be congratulated on a job well done.

As always, we look forward to working with DOTD on any and all projects.

Good luck with your program.

Yours Truly,  
Jack B. Harper, Chairman of the Board and CEO  
Gulf Industries, Inc., Mandeville, LA

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## Louisiana Project Wildflower

**I**n an effort to bring the motoring public closer to some of Louisiana's great gifts, DOTD, through Louisiana Project Wildflower, is sharing "Louisiana grown" wildflower seeds with cities and towns throughout the state. This effort will allow Louisiana residents and visitors alike to see first hand the beauty of Louisiana wildflowers, how they are managed, how we can conserve them by transferring seeds and how, over time, management of Louisiana's roadsides will become more cost effective. As years progress and seeds are produced, more acreage will be covered with these beautiful wildflowers (coreopsis tinctoria and ruella). This conservation and restoration project is a great opportunity to not only beautify, but to educate and learn about Louisiana's beautiful legacy.

In addition, Louisiana Project Wildflower is enlisting the help of the Master Gardener Program and enthusiasts who wish to help DOTD catalog the various wildflowers on the roadside. A form has been set up on the DOTD Web site so that interested parties may report wildflower locations to for input into the Wildflower Program.

DOTD, Louisiana Project Wildflower and the English Turn Civic Improvement Association recently orchestrated the first wildflower planting for the New Orleans area. The planting took place on Tuesday, October 19, on Highway 406 (General de Gaulle at Woodland Highway).

DOTD is inviting the public to look for native strands of wildflowers along Louisiana highways and to notify the DOTD about their location and variety of color. DOTD will compile this information, creating a map with location, variety of wildflower and blooming season available to the public. The University of Louisiana at Lafayette will house the statewide seed bank to assist with collection, conservation and production of native seeds.

Participating in the plantings are Garden Club members, area students, Woman's Club members, civic organizations, elected officials, scouts, Louisiana Project Wildflower members, DOTD personnel and interested citizens.

